

Civil Rights Commission Facts – FY '08

<http://www.state.ia.us/government/crc/index.html>



General Information

Address: Grimes Building
400 East 14th Street
Des Moines, IA 50319-1004

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 26	# PT EEs: 1	# Temporary EEs: 19	Average Length of Service: 14.49
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Span of Control: 9.00	% Performance Evaluations Completed: 95%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	7	<25	0	45-54	0	# of Females:	16	# of Males:	10
25-34	3	55-64	10	25-34	0	55-64	2	% of WF:	61.54%	% of WF:	38.46%
35-44	5	65+	1	35-44	0	65+	0	Average Age:	46.14	Average Age:	56.26
Employee Average Age: 50.03				Supervisor Average Age: 57.91				Average Length of Service: 12.44		Average Length of Service: 17.76	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	9	# of African-American:	5	# of Non-minorities:	15
% of Workforce:	34.62%	# of Asian:	2	% of Workforce:	57.69%
Average Age:	49.18	# of American Indian:	0	Average Age:	51.65
Average Length of Service:	13.34	# of Hispanic or Latino:	2	Average Length of Service:	16.37

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	19
% of Workforce:	11.54%	% of Workforce:	73.08%
Average Age:	58.94	Average Age:	47.70
Average Length of Service:	25.73	Average Length of Service:	12.03

Officials/Administrators EEO Category 1: 3	Professionals EEO Category 2: 20	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 4.35%	Hire Rate: 17.39%	Number Hires: 4	Transfer In: 0
Retirements: 0	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 8	Most Populous Classes: Civil Rights Specialist (18), 6 classes with 1 incumbent each		
Separations - By Class:	Clerk-Specialist (1)		
# Eligible for Retirement:	11 in the next 5 years	% Eligible: 42.31%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$8,408.01	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$1,504,884.33	Avg. Base Salary: \$55,606	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$124,392.40	Vacation Days Earned: 569.8	Vacation Used Expense: \$103,659.18	Vacation Days Taken: 511.9
Workers' Comp Days Used: 0	Sick Leave Days Earned: 363.9 Sick Leave -Earned Value: \$71,953.81	Reg. Sick Leave Used Expense: \$38,080.68	Reg. Sick Leave Days Used: 200.9 Avg. Sick Leave Days Per EE: 7.73	Converted Sick Leave To Vacation Days Used: 47.0 Converted Sick Leave To Vacation Used Expense: \$12,406.24
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-6,323.20	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$150.08	Funeral Days Used: 1.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 4, 2009